



Vacancy Resident Project Manager (RPM) - Mozambique

Place: Maputo, Mozambique
Duration: January 1st 2018 – December 31st 2021 (4 years)
Manager: Toine Ramaker, Resident Regional Team Leader
HRM: An Carbonez

About VEI - www.vei.nl

VEI's field of work is to contribute to sustainable water services through engaging in partnerships with peer operators in developing countries, the so called Water Operator Partnerships (WOPs), in most cases funded by external sources. VEI has been effective in improving key performance indicators at these peer operators, such as the reduction of Non-Revenue Water, increased connection of Low Income Communities, improved cost recovery of the drinking water utilities, and improved drinking water quality. VEI is firmly rooted in the Dutch drinking water sector, and is also explicitly aiming to contribute to the internal and external reputation of the Dutch water utilities. Five Dutch water utilities are participating in VEI: Vitens, Evides, WML, Waterbedrijf Groningen and Brabant Water. VEI sources expertise and skills from the participating Dutch water utilities in the WOPs abroad.

About the project

www.vitensevidesinternational.com/project/institutional-strengthening-of-fipag

Since 2005, VEI is supporting FIPAG, the national drinking water supplier in Mozambique, through a Water Operators Partnership (WOP). In 2017, a new phase in the WOP has been approved for financing by the Dutch Embassy in Maputo. This new phase entails a Technical Assistance program (2017-2021) in which VEI will support FIPAG to, amongst others, explore new water resources, improve operational efficiency (NRW reduction, energy reduction, water quality), implement Maintenance and Asset Management, optimize its water distribution systems (GIS, hydraulic modelling), attract new investments and optimize its financial and commercial processes through support on the job and class room trainings.

FIPAG is primarily responsible as asset holder/manager for attracting investments and implementing (replacement) investments in 17 Operational Areas (cities) in Mozambique. At the same time FIPAG manages, through performance contracts, the operations in those 17 cities and the water utility of Maputo (Águas da região de Maputo). Since 2010 the 17 cities are grouped in three regions (South, Central and North) each with a regional office (in Xai Xai for the Southern Region, in Beira for the Central Region and in Nampula for the Northern Region).

During the inception phase of the Technical Assistance program (March – September 2017), a Logical Framework and Activity Planning has been developed for the period 2017-2021. This Logical Framework has been developed at the Head Quarters in Maputo, in close coordination/communication with the Regional Offices and the 17 Operational Areas.

The implementation of the Technical Assistance program is supported by a resident senior Expert (2018-2019; to be contracted), three resident regional Coordinators (2018-2021; contracting ongoing) who will be based in the three Regional Offices (Xai Xai, Beira and Nampula), two Young Experts based at Head Office in Maputo, and a group of non resident experts from the Dutch water operators.

Description of the Assignment:

As a RPM in Maputo, the candidate will be overall responsible for implementation of the Technical Assistance program, this includes the following tasks and responsibilities:

- Coordinate and supervise the implementation of the Logical Framework and Activity Plan. Assess and update the plan where necessary and translate it into annual plans, including budgets, indicators, outputs and planning for Dutch Short Term Expert visits. This is done in close collaboration with the FIPAG counterpart staff at Head Quarter's level, the Dutch senior expert and the three Regional Coordinators.
- Prepare quarterly progress reports and invoices for FIPAG and the Dutch Embassy.
- Update the VEI M&E Portal per quarter.
- Financial management of the project together with the VEI controller. Manage risks. Manage procurement of equipment. Monitor payments to VEI.
- Supervise, appraise and coach the resident Regional Coordinators, Young Experts (2 employees, based in Maputo), the to be contracted VEI senior Expert (probably based in Beira) and all incoming Dutch Short Term Experts. HR management of the above mentioned 8 employees in line with VEI HR manuals and policies.
- Make sure that all incoming Dutch Short Term Experts receive a Terms of Reference for their missions, support during their assignments in Mozambique and receive evaluations after every mission. Ensure that recommendations and working agreements done by the Short Term Experts are followed by FIPAG staff.
- Logistical management for incoming visits of Dutch Short Term Experts (cars, insurance, hotel etc). A local logistical manager will support here.
- Write annual progress reports, liquidity forecasts and support FIPAG with these issues.
- Prepare and participate in (financial) audits and external reviews.
- Contribute to communication about the Technical Assistance program in the FIPAG newsletter, VEI newsletter/website, AKVO Flow and the like.
- Manage administrative issues with the local pay rolling company, local expenses and procurement.
- Maintain an auditable project archive of important reports, budgets, HR and tenders.
- Coordinate and monitor the quality of the project, in line with project requirements and VEI standards and requirements.
- Support contract management with FIPAG and the Dutch Embassy in consultation with Regional Team Leader.
- Provide expert advice to FIPAG where requested in areas like NRW reduction, Maintenance and Asset Management, master plans (supported by short term experts).
- Manage/coordinate other associated projects in Mozambique that are financed through Water for Life.
- Represent VEI on partner(s) level, build relationships within FIPAG and external stakeholders, leverage these networks for developing, implementing and up-scaling of the project or development of new projects in line with VEI acquisition policies and in close collaboration with the VEI Regional Team Leader.

Required educational level and experience:

- Academic work and thinking level, at least a Bachelor degree in a relevant specialization;
- Knowledge of and at least 5 years of experience in (operational) management of a water utility, preferably in a management position.
- Preferably experience in capacity building programs, institutional reforms and management/leadership in an international context.
- Excellent command of professional English and Portuguese. If the candidate does not master the Portuguese language it is expected that the candidate is motivated to acquire these skills in a short period of time.
- Preferably experience in Mozambique.
- Excellent skills in project management (reporting, monitoring, financial, administrative).
- Experience in hierarchical/functional management and coaching, guiding Dutch short term specialists and resident local Regional Coordinators.
- Good understanding of cultural interaction, excellent (communication) skills for building relations, diplomatic skills.
- Strong result oriented character and perseverance/creativity to achieve project goals in a difficult organizational landscape, balancing the interests of the donor, FIPAG and VEI.

Competences in the field of:

- Flexibility
- Focus on results
- Leadership
- Empathy
- Customer Orientation
- Planning and Organizing
- Coaching

Preparatory Training

The candidate is expected to start learning Portuguese as soon as possible to ensure a successful implementation of the TA program.

Work place:

Place of work is in FIPAG Maputo. The RPM is expected to travel on a regular basis in Mozambique and must be willing to travel to other countries in the region to contribute to other projects, where requested.

Place in the Organization:

The Resident Project Manager (RPM) reports to the Regional Resident Team Leader (RTL) or, if relevant, the Regional Director. The RPM functionally manages the 2 Young Experts, the 3 Regional Coordinators, the Logistical support Officer and the resident senior expert.

Working hours:

The working hours are 40 hours per week following the local working hours in the office and following the local national holidays. Candidates are expected to be flexible in working hours due to travel obligations.

Additional information:

Information can be obtained the regional resident team leader Southern Africa Toine Ramaker (toine.ramaker@vitens.nl).

Apply:

Please send your resumé and motivation letter before December 17th to An.Carbonez@vitens.nl